



Florida Formula for Student Achievement: *Lessons for the Nation*

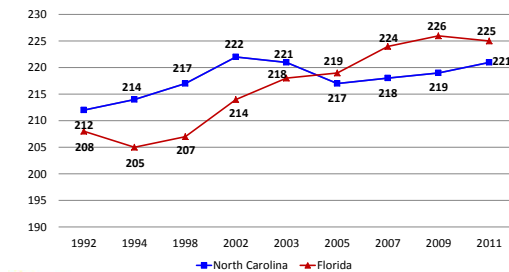
Florida Student Population

- 2.7 million students
- Majority minority student population
- Large population of students learning English as a second language
- About half of students are eligible for free and reduced priced lunch



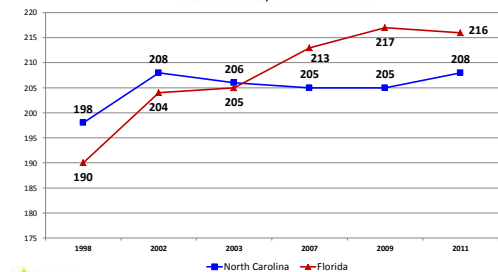
NAEP

Average NAEP 4th Grade Reading Scores,
North Carolina and Florida 1992-2011



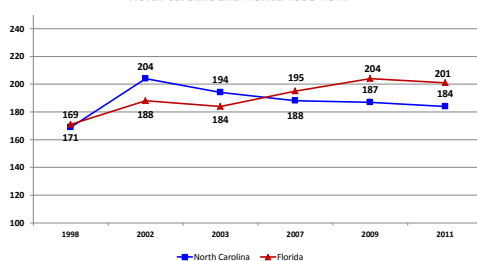
NAEP

Average NAEP 4th Grade Reading Scores for Free and Reduced Lunch Eligible Children
North Carolina, Florida 1998-2011



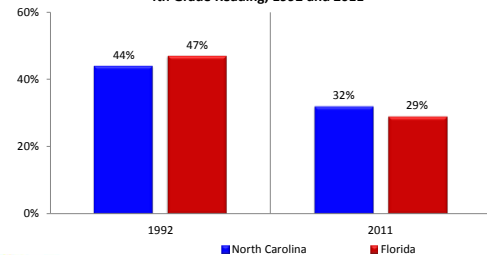
NAEP

Average NAEP 4th Grade Reading Scores for Students with Disability Status
North Carolina and Florida 1998-2011



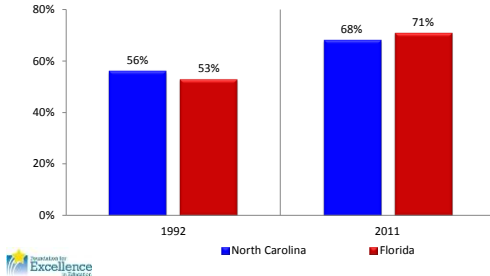
NAEP

Percentage of North Carolina and Florida
Students Scoring at the Below Basic Level on the NAEP's
4th Grade Reading, 1992 and 2011



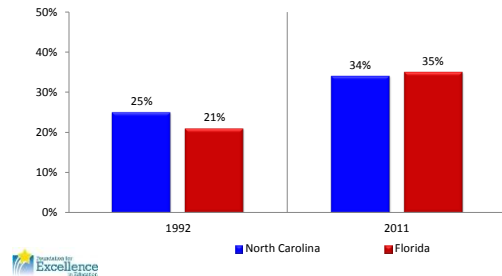
NAEP

Percentage of North Carolina, Florida and National Average Students Scoring at the Basic or Better Level on the NAEP's 4th Grade Reading, 1992 and 2011



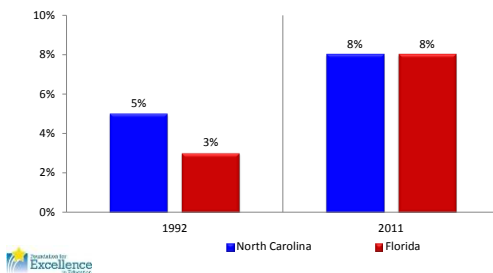
NAEP

Percentage of North Carolina and Florida Students Scoring at the Proficient Level on the NAEP's 4th Grade Reading, 1992 and 2011



NAEP

Percentage of North Carolina and Florida Students Scoring at the Advanced Level on the NAEP's 4th Grade Reading, 1992 and 2011



Florida Formula for Student Achievement: *A Roadmap of Reform*

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Florida Reforms 1999-2006

- A – F School Grades
- Rewards for Results and Opting Out of Failure
- Promotion and Graduation Requirements
- Funding for Student Success
- Quality Educators
- Choices, Choices, Choices (charter, private, digital)



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A-F School Grades

"What gets measured, gets done."
– Jeb Bush

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Measuring Student Learning

Florida Comprehensive Assessment Test (FCAT)

- Aligned with state academic standards
- Subjects: Reading, Math, Writing and Science

Testing expanded from 3 subjects in 3 grades to:

- In 2001, Reading and Math expanded to all grades 3 to 10
- In 2003, Science added to grades 5, 8 and 11
- Writing in grades 4, 8 and 10

Performance Levels

1	2	3	4	5
Below Grade	Below Grade	Grade Level	Above Grade	Above Grade



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History of School Grades

1995: Florida began “grading” schools:

- High Performing
- Performing
- Low Performing
- Critically Low Performing

1998: Moved to Performance Levels: I, II, III, IV, V

1999: Adopted Letter Scale of A to F



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School Grades: A - F

- **School Grade** is based primarily on students' performance on the FCAT.
- **Proficiency / Achievement:** 50% of the grade
 - Percent of all students performing on grade level
- **Progress / Learning Gains:** 50% of the grade
 - Percent of students learning a year's worth of knowledge, regardless of whether they are on grade level
 - Percent of lowest performing 25 percent students who are making a year's worth of progress

*In 2010, high school grades began including graduation rates, at-risk student graduation rates, acceleration rates, college readiness rates



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Defining Progress

- **Progress is when a student:**
 - Increases a performance level
(example: move from level 3 to level 4)
 - Stays at same level -- levels 3, 4, or 5 -- from one year to the next
(example: same level in 4th and 5th grade)
 - Moves up sufficiently within the lowest two levels

1	2	3	4	5
Below Grade	Below Grade	Grade Level	Above Grade	Above Grade



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School Grades

Each category has 100 possible points (percent of students)

Reading	Math	Writing	Science
Proficiency	Proficiency	Proficiency	Proficiency
Progress (all students)	Progress (all students)		
Progress (lowest 25%)	Progress (lowest 25%)		



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Sunshine Middle School

Reading	Math	Writing	Science
Proficiency 63%	Proficiency 59%	Proficiency 90%	Proficiency 51%
Progress (all students) 66%	Progress (all students) 68%	508 points = B	
Progress (lowest 25%) 57%	Progress (lowest 25%) 54%		



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School Grades

	A	B	C	D	F
Points*	525 or more	495 – 524	435 – 494	395 – 434	Less than 395
Percent of Eligible Students Tested	At least 95%	At least 90%	At least 90%	At least 90%	Less than 90%
Adequate Progress with Lowest performing students In Reading and Math	Within one year	Within two years	Within two years		

*Beginning in 2011-12, if at least 75% of elementary, middle or high school statewide are As or Bs, the point scale will increase by 5% for that school type statewide the following year.



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Grading Florida High Schools Next Generation of Education Reform

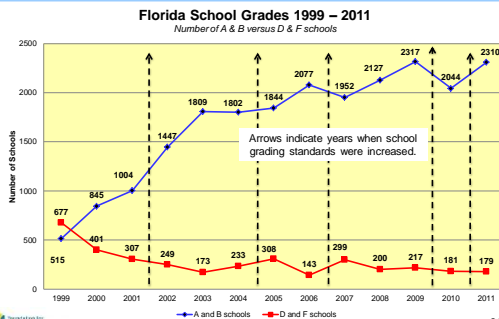
In 2010, high school grades calculation also includes:

- Graduation rates for all students
- Graduation rates for at-risk students
 - Graduation rates for 8th grade students entering high school below grade level in reading and math
- Acceleration rates (both performance & participation)
 - Number of students taking and passing Advanced Placement, International Baccalaureate, dual credit or industry certification courses
- College readiness rates
 - Based upon SAT or ACT



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Results of Florida A+ Plan



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Impact of an A – F School Grading System

- **Excellence v. Complacency**
 - School grading brought a **Command Focus on Learning**.
 - Administrators, educators and parents aren't satisfied with "C" grades, or even "B" grades. Everyone strives for **Excellence**.
- **Media & Public Attention**
 - Transparency in evaluating school performance attracts more attention to education, from extensive media coverage on the quality of education in individual schools to even realtors and realtor guides highlighting good school grades as a selling point on the housing market.
- **Statewide Competition to be the "Best of the Best"**
 - Based on their grades of their schools, each county district in Florida earns a single letter grade, creating added competition.
- **Community Support**
 - Low performing schools are easily identified and communities rally around them. Florida has witnessed countless stories of communities coming together to improve schools and raise student achievement.
- **School Pride**
 - Grading schools establishes public perception of both high performing and low performing schools, creating more ownership at the local level and added incentive to achieve or maintain excellence.



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Timeliness of Data

- **Students receive their individual FCAT (state test) scores before the end of the school year.**
- **Most schools receive their School Grades by the end of the current school year.**
 - *Elementary & Middle Schools will continue to receive their grades by the end of the school year.*
 - *High Schools will receive an FCAT-only score by the end of the school year, with an official grade by the fall of the following year.*
- **3rd grade and 10th grade FCAT scores are prioritized first, so schools, teachers and parents can make decisions regarding retention and graduation remediation.**



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Rewards and Consequences for Results

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Rewards for Successful Schools

School Recognition Program

- Schools receive \$100 (\$70 for FY 11-12) per student for:
 - Improving a letter grade
 - Earning or maintaining an "A"
- Money goes directly to principals, teachers and parents (bypasses collective bargaining).
- Majority of funds – historically more than 85% - used for teacher and staff bonuses.
- We repurposed existing funds.



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Options Out of a Failing School

Opportunity Scholarships (1999 – 2006):

- Eligibility:** students in schools that receive an F (two out of 4-years) were eligible to receive
- Choices:**
 - A higher performing public school within the district
 - A higher performing public school in any other district, with space available
 - A participating private school
- Funding:** scholarship equal to public school funding or private school tuition and fees, whichever is less.
- Status:** Ruled unconstitutional by the Florida Supreme Court in 2006 – that year 753 students participated



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Opportunity Scholarships (1999 – 2006):

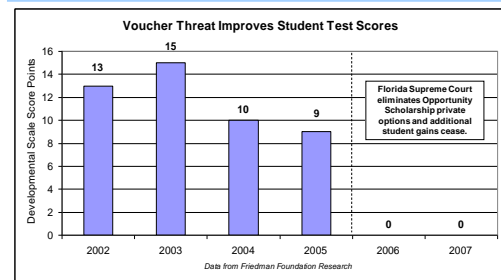
Research concludes competition fuels achievement in public schools:

- Manhattan Institute:** Threat of vouchers improved student performance.
"Florida's low-performing schools are improving in direct proportion to the challenge they face from voucher competition. These improvements are real, not the result of test gaming, demographic shifts, or the statistical phenomenon of regression to the mean."
- Cornell University:** Failing schools respond to threat of vouchers by raising student achievement.
- Harvard University:** Choice provisions of Florida's A+ Plan leveraged student achievement gains.



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Impact of School Choice on Student Performance



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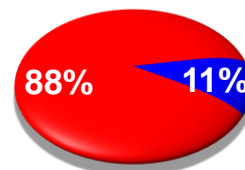


Promotion and Graduation Requirements

Predicting Dropout Rates by 3rd Grade Reading Performance

19 Year Old Dropouts by 3rd Grade Reading Scores

— Annie E Casey Foundation



- Non Proficient Readers in 3rd grade
- Proficient Readers in 3rd grade

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An End to Social Promotion

- Emphasis on reading as a gateway to learning.
 - 3rd grade: students are *learning to read*.
 - 4th grade: students are *reading to learn*.
- An end to social promotion in 3rd grade.
 - Students who score the **lowest level** (level 1 out of 5) in reading on the 3rd grade FCAT **must be retained** unless the student meets good cause exemptions.

1	2	3	4	5
Below Grade	Below Grade	Grade Level	Above Grade	Above Grade



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An End to Social Promotion

- Six Good Cause Exemptions:
 - Student with a disability who does not take FCAT
 - English Language Learners (ELL) who have had less than 2 years of English for Speakers of Other Languages (ESOL) instruction
 - Student with a disability who takes FCAT and has previously been retained
 - Any student with a reading deficiency who has previously been retained twice
 - Student demonstrates proficiency on an [alternate assessment](#) (Stanford 9 or Stanford 10)
 - Student demonstrates proficiency through a [student portfolio](#)



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A Command Focus on Reading

Year	Percent of 3rd graders level 1 on reading FCAT	Percent of 3rd graders retained
2000-01	29%	2.8%
2001-02	27%	3.1%
2002-03	23%	13.2%
2003-04	22%	10.2%
2004-05	20%	9.8%
2006-07	19%	8.1%
2007-08	16%	6.6%
2008-09	17%	6.4%
2009-10	16%	5.9%
2010-11	16%	Data not yet available



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Short-Term Effect

Manhattan Institute researcher Jay Greene did a study on Florida's third grade retention policy, after two years of the policy, and found:

- Retained third graders made significant gains compared to socially promoted students.
- These gains actually grew substantially from the first to the second year after retention.
- Students who are socially promoted appear to fall farther behind over time, while retained third graders are able to catch up and succeed in later grades.
- Retention policies have had greatest impact on minority student learning.



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Medium-Term Effect

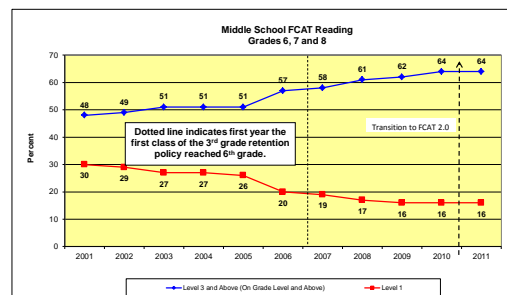
A follow-up study by Marcus Winters examined the performance of the retained and promoted students once they reached 7th grade:

- Retained students were still outperforming promoted students in reading and math as late as 7th grade
- Similar positive effect on 5th grade science test
- Results similar on low-stakes standardized test



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Florida Middle School Students



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Graduation Requirements

- Higher Expectations for a High School Diploma:
 - Florida has had an exit exam for a high school for more than 30 years.
 - In 2002, rigor of the test was raised from 8th grade level to 10th grade level.
- Results of Greater Rigor:
 - The percent of high school students not graduating solely because of the FCAT dropped from 10% to 8%.



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Graduation and Drop Out Rate

Since 1997, Florida officials have raised the bar for high school graduation several times and opponents have said students, especially minority students, will drop out.

The opposite has been true.

Graduation Rate	1998-99	2010-11	Change
Black	49%	68%	19.7%
Hispanic	53%	77%	24.5%
All Students	60%	80%	19.9%
Dropout Rate	1998-99	2010-11	Change
Black	6.6%	3.0%	-3.6%
Hispanic	8.3%	2.1%	-6.2%
All Students	5.4%	1.9%	-3.5%



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Funding for Student Success

Supplemental Academic Instruction Categorical:

- Provides flexibility in funding to improve student learning.
 - Summer School
 - Dropout Prevention
- Prioritizes more than \$700 million per year for:
 - D and F schools
 - Students struggling in third grade
 - Students struggling to pass FCAT for graduation
 - Flexibility to use funds for any other purpose



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Incentivize Rigor

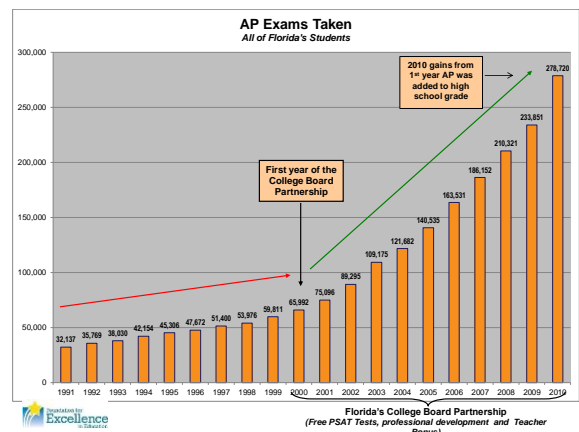
Since 1984, Florida provided school district bonus for AP passage: \$700. This bonus more than pays for cost of offering AP and free AP tests.

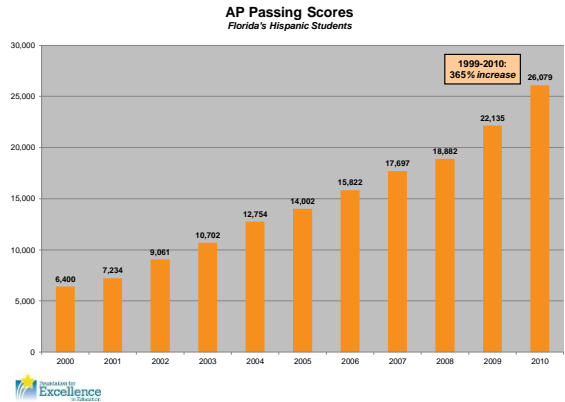
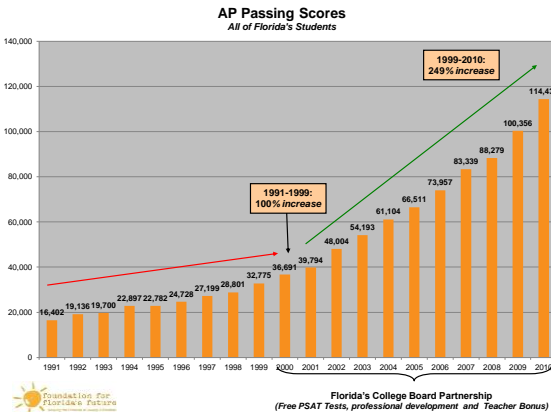
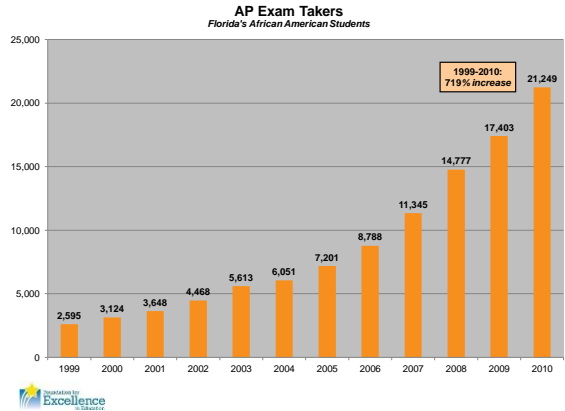
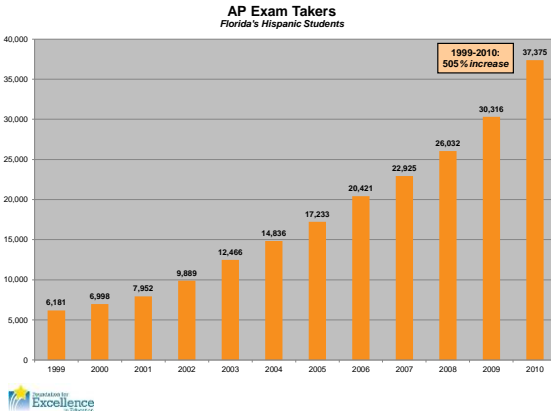
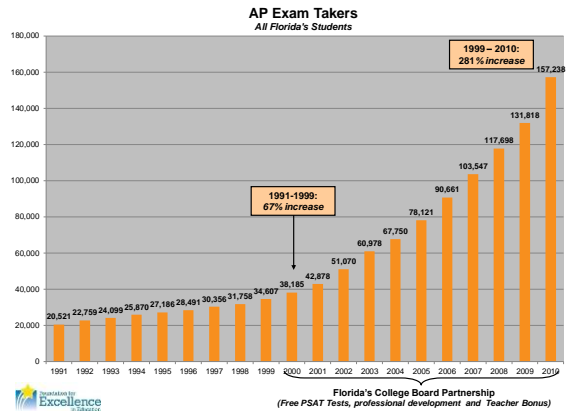
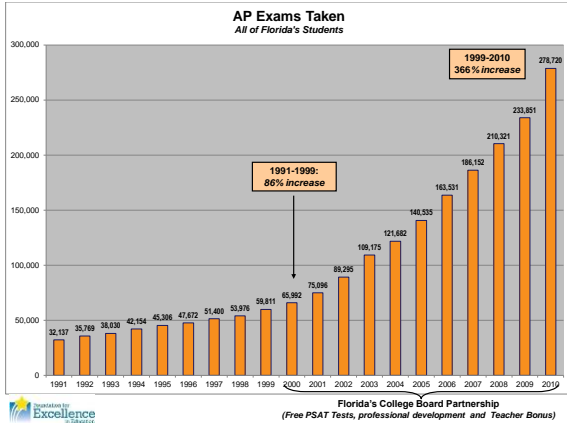
In 1999, realized few students in F schools taking PSAT.

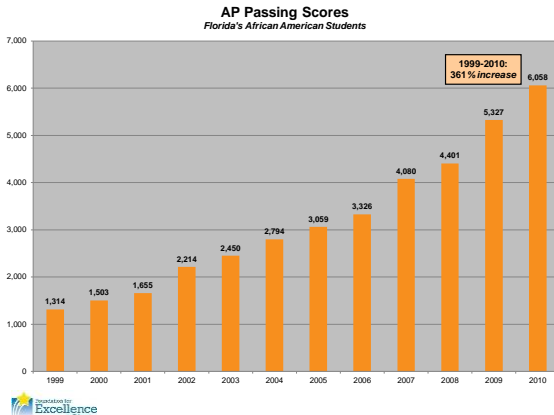
- In 2000:
 - Free PSAT or PLAN tests for all 10th Graders
- Professional Development for teachers to teach AP
- Teacher Bonuses:
 - \$50 for every passing student score, up to \$2,000
 - \$500 for first passing score in D or F school, up to \$2,000



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Quality Educators

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Opportunities to Teach

Alternative Routes to Teacher Certification:

- Prior to 2002, Florida state teacher certification was only available to individuals who graduated from approved colleges of education or subject area majors who took 20 credit hours of pedagogy.
- After 2002, Florida opened up multiple routes to teacher certification:
 - Full reciprocity with other state certificates
 - Approval of NBPTS and ABCTE certificates
 - Educator Preparation Institutes (at community colleges and universities for career changers)
 - Local district alternative certification programs (on-the-job training)
 - 2 years of teaching experience in post-secondary education
 - Education minors
 - Recognize Teach for America graduates for teacher certification (passed in 2011)
 - Adjunct Certification – district-issued certificate for part-time educators



Choices

(Lots and Lots of Choices)

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School Choice

- McKay Scholarships for Students with Disabilities
- Corporate Tax Credit Scholarships
- Charter Schools
- Vouchers for Pre-Kindergarten
- Digital Learning



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McKay Scholarships

Participation: 20,417 students

Eligibility: Students with disabilities who have an active Individual Education Plan or 504 accommodation plan

Choices:

- Another public school within the district
- A public school in an adjacent district with services
- A participating private school

Funding: Scholarships are equal to per pupil funding for public school or the private school tuition, whichever is less



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McKay Scholarships for Students with Disabilities

A 2008 follow-up study by the Manhattan Institute shows the impact on student achievement.

- Most gains were made by students with mild learning disabilities (61.5% of all Florida disabled students)
- Students with mild disabilities who did not participate in the McKay Scholarship program made significant gains in **both** math and reading when local private schools began participating in the program



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Florida Tax Credit Scholarships

Participation: 36,297 students

Eligibility: Students eligible for free or reduced priced lunch

Choices:

- \$4,011 scholarship in 2011-12 to a participating school. Starting last year, the scholarship amount increases automatically by 4% per year until it reaches 80% of per pupil funding for public school students.
- \$500 for transportation to a public school in an adjacent district

Funding:

- Program capped at \$140 million in 2010-11. Starting in 2010, the cap will increase automatically by 25% if corporate contributions exceed 90% of cap during the prior year



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Florida Tax Credit Scholarships

Research concludes school choice saves taxpayer dollars and students are performing well:

State of Florida Government Accountability Office:

- For every dollar invested in the Florida Tax Credit Scholarship Program, the state saves \$1.49 in education funding, totaling nearly \$39 million a year.

Collins Center:

- "The Corporate Income Tax Scholarship Program has not decreased public education revenues based on the education funding data.... In fact, revenue funding levels for public education have increased. As projected by the Collins Center in 2002, there have been statewide accrued net revenues along with yearly increases in K-12 per pupil revenues."

David Figlio, Northwestern University:

- Students improved more in public schools that had more competition from private schools.



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Charter Schools

Participation: 154,780 students, 459 schools

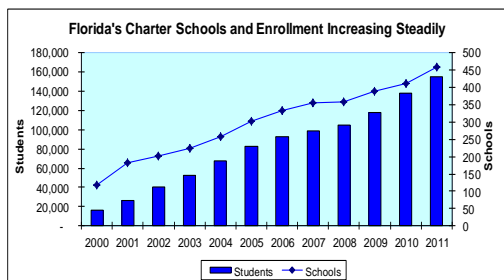
Reforms:

- Removed the district cap on charter schools
- Began providing capital outlay funding for charter schools
- Allowed public schools to convert to charter schools
- Allowed municipalities/cities to apply for charter schools
- Allowed community colleges to create charter schools
- Allowed corporations to establish a charter school and give preference to their employees in enrollment – "corporate charter schools"
- Created an appeals process for charters denied by districts
- Created an alternate authorizer – stricken by court in 2008.



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Charter Schools



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Voluntary Pre-Kindergarten

- All 4 years olds in Florida are eligible to participate
- Parents receive approximately \$2,400 to send their child to a public or private early-literacy program.
 - 84% of parents select private schools.
 - 14% of the providers are faith-based.
- All students are measured based upon developmental and early literacy readiness within the first 30 days of entering kindergarten.
- The students "readiness rates" are tracked back to the pre-k providers and the providers are "rated" in order to assist parents in the selection of their child's pre-k program. Providers are assigned a readiness rate based on the percentage of children that screen ready on Florida Kindergarten Readiness Screening (FLKRS).
- Providers are required to have at least 70% of their children ready for kindergarten on both measures of the FLKRS.



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Digital Learning

Florida Virtual School

- **Participation:** 300,000 course enrollments
- **Eligibility:** Any Florida student – public, private, or home education – in kindergarten through 12th Grade
- **Funding:** No cost to students, State pays only for completed courses

District Virtual Instruction Programs (passed in 2011)

- Every school district must offer at least 3 options for full-time virtual programs in grades k-12 and part-time virtual programs in grades 9-12.
- **Eligibility:** Any Florida student who previously attended traditional public school, siblings or entering kindergarten and 1st graders
- **Funding:** Funding based upon completion of the course/grade



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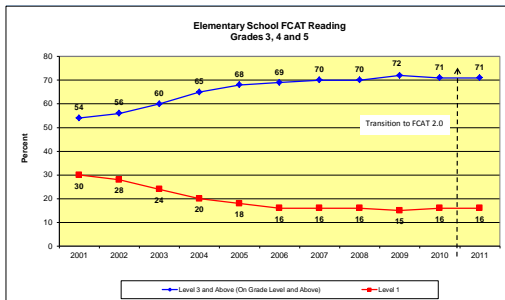
Florida Formula for Student Achievement: Results

As the bar keeps rising on the FCAT, students and educators have met the challenge.

Miami Herald, July 29, 2009

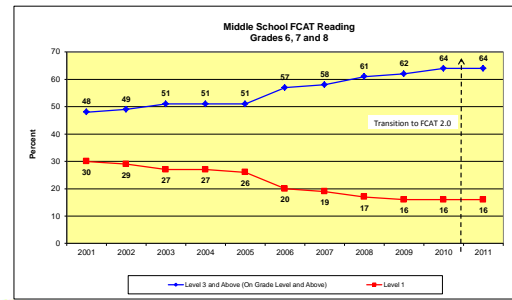
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Florida Elementary Students



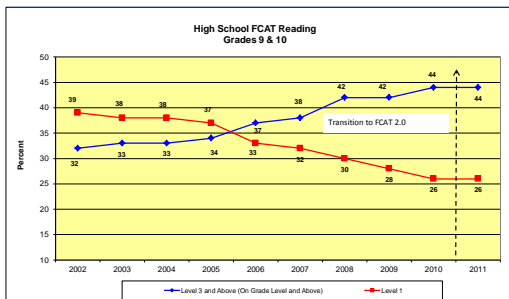
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Florida Middle School Students



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Florida High School Students



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Reform 2.0

Success is never final; reform is never finished.

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Teacher Effectiveness Reforms

Passed in 2011

- **Teacher Evaluations** – Beginning in 2013-2014, 50% of a teacher or principal's evaluation will be based upon student progress.
 - The progress for a teacher would be based upon 3-years of data on student progress on state or district-created tests.
 - The progress for a principal would be based upon the overall student learning gains of the students in the school on the state test.
- **Teacher Pay** – Beginning in 2013-2014, school districts will have to adopt salary schedules that:
 - Provide raises for teachers who are rated effective or highly effective based upon the new student-centered evaluations
 - Provide additional pay for teachers who teach in low-income or low-performing schools or who teach in a high need subject area (i.e., math, science, teacher students with disabilities)



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Teacher Effectiveness Reforms

Passed in 2011

- **Teacher staffing**
 - Eliminated LIFO (last in, first out) policies. When a district makes a decision on reductions in staffing, they must look at performance, not seniority.
 - Principals have the authority to not accept the placement of any teacher in their school who is not rated effective or highly effective.
 - Parental notification: Parents who are placed in classrooms with teachers who are evaluated as ineffective or needs improvement must be notified of this designation.
- **Teacher Tenure Reform:**
 - Any new teacher hired after July 1, 2011 is on an annual contract.
 - Existing tenured teachers retain their tenure; however, there is an expedited process for removing a tenured teacher if the teacher is evaluated as unsatisfactory or needs improvement.



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Customized Learning

Public School Choice – at the course level (passed in 2011)

- Florida students are allowed to take any online course offered by any school district within the state, as long as the course is not also offered in the student's home districts.
- The district that offers the course/provides the instruction receives the funding.

High School Graduation

- Beginning with freshman students in 2011-2012 school year, students will have to take an online course to meeting requirements for high school graduation.



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Charter Schools

Participation: 154,780 students

Reforms:

- Created "high performing" charters and charter systems that have additional benefits for growth and expansion.
 - Grow enrollment
 - Add grade levels
 - Have a presumption of approval (i.e., fast pass) to open new charters in new school districts)
- Authorized blended learning charter schools: those that mix traditional and online instruction
- Authorized full-time virtual charter schools



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Contact Information

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